

SIRIUS XM RADIO INC.
WASHINGTON DC EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
June 1, 2012-May 31, 2013¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Associate Producer, Sports Programming	2-3, 5-6, 15, 27-28, 30-32, 35, 41, 45, 52	5
Associate Producer, Sports Programming	2-3, 5-6, 15, 27-28, 30-32, 35, 41, 45, 52	5
Associate Producer, Sports Programming	2-3, 5-6, 15, 27-28, 30-32, 35, 41, 45, 52	5
Associate Producer, Sports Programming	1-4, 5-6, 15, 27-28, 30-32, 35, 41, 44-45, 52	5
Manager, Repeater Operations	1-3, 6, 14-15, 27-28, 30-32, 35, 41, 45, 52	1
Engineer IV, Broadcast Operations	1-4, 9, 15, 52	1
Update Anchor, Sports Programming	1-3, 5-6, 15, 24, 27-28, 30-32, 35, 41, 45, 52	5
Board Operator, Sports Programming	1-3, 6-8, 15, 17-18, 24, 27-28, 30-32, 35, 41, 45, 52	1
Producer, Sports Imaging	2-3, 6, 15, 17, 27-28, 30-32, 35, 41, 45, 52	2
Program Director, Music Programming	1-3, 6, 8, 15, 27-28, 30-32, 35, 41, 45, 52	1
Manager, Broadcast Operations	2-3, 6-7, 15, 27-28, 30-32, 35, 41, 45, 52	7
Coordinator, Talk Programming	2-3, 5-6, 14-15, 24, 27-28, 30-32, 35, 41, 45, 52	5
Senior Technician, Repeater Operations	1-4, 8-9, 15, 21, 40, 52	4

¹ This Report provides recruitment data collected from May 22, 2012 through May 21, 2013.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Supervisor, Sports Programming	1-3, 5-6, 8, 15, 24, 27-28, 30-32, 35, 41, 45, 52	5
Senior Producer/On-Air Host, Sports Programming	2-3, 5-6, 10, 15, 24, 27-28, 30-32, 35, 41, 45, 52	5
Technician, Broadcast Operations	1-3, 6, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 52	2
Senior Manager, Broadcast Operations	1-3, 6, 9, 15, 24, 27-28, 30-32, 41, 45, 52	2
Coordinator, Music Programming	2-3, 5-6, 7-8, 15, 24, 27-28, 30-32, 40-41, 45, 52	5
Coordinator, Music Programming	1-3, 6, 15, 24, 27-28, 30-32, 35, 41, 45-46, 52	2
Senior Technician, Broadcast Operations	1-4, 6, 8, 15, 27-28, 30-32, 35, 41, 45, 52	1
Producer, Sports Programming	2-3, 5-6, 7, 15, 24, 27-28, 30-32, 35, 41, 45, 52	5
Producer, Talk Programming	1-3, 5-6, 15, 24, 27-28, 30-32, 35, 41, 45, 52	5
Producer, Sports Programming	1-4, 5-6, 8, 15, 20, 24, 27-28, 30-32, 35, 41, 45, 52	5
Associate Producer, Talk Programming	2-3, 5-6, 8, 15, 24, 27-28, 30-32, 35, 41, 45, 51-52	5
Coordinator, Music Programming	1-3, 5-6, 15, 21, 27-28, 30-32, 35, 41, 45-47, 51-52	5
Associate Producer, Talk Programming	2-3, 5-6, 15, 24, 27-28, 30-32, 35, 41, 45, 51-52	5
Associate Producer, Sports Programming	1-4, 5, 8, 15, 20, 51-52	5

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	40
2	Company website(s) www.siriusxm.com	N	55
3	Internal Posting/Company Intranet	N	6
4	Monster Adam Belkin http://www.monster.com 908-627-1715 5 Clock Tower Place Maynard, MA 01754	N	10
5	Internal Transfer/Promotion/Conversion	N	16
6	Washington City Paper Heather McAndrews 202-332-2100 x231 2390 Champlain St. NW Washington, DC 20009	N	0
7	Former Employee/Intern	N	4
8	Indeed (not directly contacted by SEU) http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	13
9	Dice.com http://www.dice.com 1040 Avenue of the Americas New York, NY 10018	N	3
10	Glassdoor.com http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	1
11	LinkedIn (online job board) Bert Zevzavadjian http://www.linkedin.com 201-290-2902 2029 Stierlin Court Mountain View, CA 94043	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	HotJobs http://www.hotjobs.com 45 West 18 th Street New York, NY 10011	N	0
13	Media Recruiting Group Risa Goldberg President One Bridge Street Irvington, NY 10533 914-591-5511	N	0
14	Careerbuilder (not directly contacted by SEU) http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	2
15	District of Columbia – Department of Employment Services https://www.dcnetworks.org and local One-Stop Centers 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
16	Washington Post Website (not directly contacted by SEU) 202-334-6000 1150 15 th Street, NW Washington, DC 20071	N	0
17	Allaccess.com http://www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616	N	2
18	Craig's List http://washingtondc.craigslist.org/ 1381 9th Avenue San Francisco, CA 94122 415-566-6394	N	1
19	Entertainmentcareers.net Miles Gibbons http://www.entertainmentcareers.net 914 S Barrington Avenue Los Angeles, CA 90049 310-442-0200	N	0
20	Manhattanjobs.com http://www.manhattanjobs.com 1375 Broadway, 11 th Floor New York, NY 10018	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	SimplyHired (<i>not directly contacted by SEU</i>) http://www.simplyhired.com 2513 Charleston Road, Suite 200 Mountain View, CA 94043	N	3
22	Advertising Age http://adage.com Jackie Ghedine 711 Third Ave. New York, NY 10017 jghedine@adage.com	N	0
23	George Washington University Career Center 1922 F Street, NW Washington, DC 20052	N	0
24	Howard University Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059	N	0
25	Mediabistro.com http://www.mediabistro.com 475 Park Avenue South, 4th Floor New York, NY 10016 212-389-2000	N	0
26	Cynopsis Trish Pihonak http://www.cynopsis.com 203-926-9878 One Corporate Drive, Suite 724 Shelton, CT 06484	N	0
27	American University Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/	N	1
28	George Mason University Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Hispanic Association on Corporate Responsibility hacr@hacr.org 202.682.4012 1444 I St, N.W. - Suite 850 Washington, DC 20005	N	0
30	Georgetown University Ubah Aden 37 th and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 http://careerweb.georgetown.edu/	N	0
31	Washington Area Women's Foundation Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005	N	0
32	Korean Community Service Center of Greater Washington Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
33	American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 http://www.awrt.org/	N	0
34	FOCUS/Hispanic Center for Community Development, Inc. Maria Sanabria msanabria@focus411.org 973-624-2528 x105 441-443 Broad St. Newark, NJ 07103	N	0
35	Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	League of United Latin American Citizens Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0
37	Advancing Hispanic Excellence in Technology, Engineering, Math and Science (AHETEMS) The University of Texas at Arlington 416 Yates Street, Room 609 Arlington, TX 76019 (817) 272-1116	N	0
38	National Association of Multicultural Engineering Program Advocates (NAMEPA) 341 N. Maitland Avenue, Suite 130 Maitland, FL 32751 (407) 647-8839	N	0
39	The Society of Women Engineers (SWE) 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
40	Facebook (Sirius XM online job messaging) http://www.facebook.com 156 University Avenue Palo Alto, CA 94301	N	2
41	Towson University The Career Center 410-704-2233 8000 York Road Towson, MD 21252 http://www.towson.edu/careercenter/	N	0
42	Twitter (Sirius XM online job messaging) http://www.twitter.com 795 Folsom Street San Francisco, CA 94103	N	0
43	The Society of Broadcast Engineers http://www.sbe.org/ 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	0
44	University of Maryland – College Park Clark School of Engineering College Park, MD 20742 http://www.eng.umd.edu/alumni/advance-career	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nlgja.org 202.588.9888	N	0
46	Kean University 1000 Morris Avenue Union, NJ 07083	N	2
47	Job Fair (see section III): University of Maryland – College Park Stamp Student Union, Grand Ballroom College Park, MD 20740	N	1
48	Job Fair (see section III): Howard University Blackburn University Center Washington, DC 20059	N	0
49	Job Fair (see section III): George Washington University Charles E. Smith Center 600 22 nd Street, NW Washington, DC 20052	N	0
50	Job Fair (see section III): American University Bender Arena 4400 Massachusetts Avenue, NW Washington, DC 20016	N	0
51	Job Fair (see section III): 16 th Annual Women In Film & Video Job Fair University of California, Washington Center 1608 Rhode Island Avenue, NW Washington, DC	N	0
52	DirectEmployers Association, Inc (<i>posts all SEU jobs at Siriusxm.com/careers to JobsCentral.com, Universe.jobs, and more than 1,000 networking websites focused on college alumni, diversity, disabled and military audiences</i>) 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			165

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in job fair	On October 25, 2012, our employment unit participated in the Howard University Career Fair. Participants included the Manager, Internship & College Programs and a Recruiter from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.
2	Participate in job fair	On February 27, 2013, our employment unit participated in the George Washington University Career Fair. Participants included a Recruiter from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.
3	Participate in job fair	On February 28, 2013, our employment unit participated in the University of Maryland – College Park – Spring Career and Internship Fair. Participants included a Recruiter and Intern from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.
4	Participate in job fair	On March 26, 2013, our employment unit participated in the American University Career and Internship Fair. Participants included a Recruiter and Intern from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.
5	Participate in job fair	On April 6, 2013, our employment unit participated in the 16 th Annual Women In Film & Video Job Fair. Participants included the Vice President, Staffing & Diversity and a Senior Recruiter from the Human Resources Department. This fair was open to members and the public seeking full time opportunities.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On June 14, 2012, Sirius XM hosted the Black Data Processors Association (BDPA) at its Washington, DC studios. Employment unit participants included the Vice President, Staffing & Diversity and a Recruiter from the Human Resources Department. BDPA members met to network and learn about career opportunities at Sirius XM.
7	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On September 14, 2012, Sirius XM hosted the National Society of Hispanic MBAs (NSHMBA) for a luncheon event at its Washington, DC studios. Employment unit participants included the Vice President, Staffing & Diversity and Director, Recruiting & Diversity from the Human Resources Department. Members of the organization met to network and learn about career opportunities at Sirius XM and to plan partnerships for the future.
8	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On September 19, 2012, Sirius XM hosted the National Council of La Raza (NCLR) for a networking event at its Washington, DC studios. Employment unit participants included the Vice President, Staffing & Diversity and Director, Recruiting & Diversity from the Human Resources Department along with various members from other departments. Members of the organization met to network and learn about career opportunities at Sirius XM.
9	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On October 26, 2012, Sirius XM hosted the National Black MBA Association (NBMBAA) for a networking event at its Washington, DC studios. Employment unit participants included the Vice President, Staffing & Diversity and a Recruiter from the Human Resources Department. Members of the organization met to network and learn about career opportunities at Sirius XM.
10	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 13, 2012, Sirius XM hosted a group of students in conjunction with the eXposure Media Project in Washington, DC. Participants from the employment unit included a Recruiter, Internship Programs. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
11	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 16, 2012, Sirius XM hosted a group of students in conjunction with Howard University's Endustry Player organization in Washington, DC. Participants from the employment unit included a

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		Recruiter, Internship Programs. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
12	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On February 22, 2013, Sirius XM hosted a group of students from Omega Studios in Washington, DC. Participants from the employment unit included the Recruiter, Internship Programs. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
13	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On March 22, 2013, Sirius XM hosted the Alliance For Women In Media organization for a networking event at its Washington, DC studios. Employment unit participants included the Vice President, Staffing & Diversity, Director, Recruiting & Diversity, and a Recruiter from the Human Resources Department. Members of the organization met to network and learn about career opportunities at Sirius XM and to plan partnerships for the future.
14	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On March 23, 2013, Sirius XM hosted a group of students through the National Association of Broadcasters in Washington, DC. Participants from the employment unit included the Vice President, Staffing & Diversity and a Recruiter, Internship Programs. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
15	Host Internship Programs (3)	During this reporting period, Sirius XM hosted a total of 110 interns in Summer and Fall 2012 as well as Spring 2013 in Washington, DC. The interns participated in several departments at Sirius XM, including Music Programming, Talk Programming, or Sports Programming. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a departmental mentor in the operations of the department. The students were from schools nationwide, including Howard University, American University and George Washington University.